

PAY DIFFERENTIAL 299
PERFORMANCE RECOGNITION PAY DIFFERENTIAL,
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM (CALSTRS)

Established: 04/01/04

Revised: 07/01/07, 12/18/07

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Investment Operations Director, California State Teachers' Retirement System	4699	M01	0 - 30% Annual Base Pay	9M	CalSTRS
Chief Investment Officer, California State Teachers' Retirement System	4693		0 - 100% of Annual Base Pay		
Investment Director, California State Teachers' Retirement System	4694		0 - 75% of Annual Base Pay		
Portfolio Manager, California State Teachers' Retirement System	4697				

CRITERIA

Employees who have been designated in Government Code Section 22212.5 and who have been evaluated in accordance with the Teachers' Retirement Board Compensation Policies and Procedures for Chief Executive Officer, Chief Actuary, Chief Investment Officer, Investment Director, and Portfolio Manager positions. Employees shall receive performance recognition pay only once in a fiscal year, based on performance during the preceding fiscal year.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED	Yes
FLAT RATE	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	No
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No